#### 1. NOTICE NO. STANDARD FORM 98 NOTICE OF INTENTION TO MAKE Rev. Feb. 1973 A SERVICE CONTRACT AND RESPONSE TO NOTICE U.S. DEPARTMENT OF LABOR (See Instructions on Reverse) **Employment Standards** Administration 2. Estimated solicitation date (use numerals) MAIL TO: Month Day 05 3. Estimated date bids or proposals to be opened or Administrator negotiations begun (use numerals) Wage and Hour Division Month Day Year U.S. Department of Labor 06 09 05 Washington, D.C. 20210 4. Date contract performance to begin (use numerals) Day Year 01 05 6. SERVICES TO BE PERFORMED (describe) 5. PLACE(S) OF PERFORMANCE Administrative Support Services Oak Ridge, Tennessee (Anderson) (filing, word processing, graphics, etc). Richland, Washington (Benton) Newport News, Virginia (York) 7. INFORMATION ABOUT PERFORMANCE A. Services now performed by a B. Services now performed by Federal Services not presently being contractor employees performed 8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE a. Name and address of incumbent contractor b. Number(s) of any wage determination(s) in incumbent's contract 94-2493 Revision 19 Critique Resource Consulting Corporation 94-2569 Revision 22 1001 Lake Forest Blvd. Suite 200 New Orleans, LA 70127 C. Name(s) of union(s) if services are being performed under collective bargain-RESPONSE TO NOTICE ing agreement(s). Important: Attach copies of current applicable collective bar-(by Department of Labor) gaining agreements A. The attached wage determination (s) N/A listed below apply to procurement. 9. OFFICIAL SUBMITTING NOTICE SIGNED: DATE B. As of this date, no wage determination applicable to the specified locality TYPE OR PRINT NAME: TELEPHONE NO. and classes of employees is in effect. C. Trom information supplied, the Serv-ice 10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SEND AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC. Contract Act does not apply (see attached explanation). D. Notice returned for additional information (see attached explanation). Signed:

WAGE DETERMINATION NO: 94-2493 REV (21) AREA: TN, KNOXVILLE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94~2494

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

William W.Gross Director

Division of Revision No.: 21
Wage Determinations Date Of Revision: 04/19/2005

| Wage Determination No.: 1994-2493

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.05
01012 - Accounting Clerk II	10.98
01013 - Accounting Clerk III	11.93
01014 - Accounting Clerk IV	13.34
01030 - Court Reporter	14.83
01050 - Dispatcher, Motor Vehicle	14.43
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	11.52
01110 - Film/Tape Librarian	10.62
01115 - General Clerk I	8.20
01116 - General Clerk II	9.74
01117 - General Clerk III	11.85
01118 - General Clerk IV	13.29
01120 - Housing Referral Assistant	16.42
01131 - Key Entry Operator I	10.13
01132 - Key Entry Operator II	13.19
01191 - Order Clerk I	9.75
01192 - Order Clerk II	13.65
01261 - Personnel Assistant (Employment) I	9.51
01262 - Personnel Assistant (Employment) II	11.29
01263 - Personnel Assistant (Employment) III	13.73
01264 - Personnel Assistant (Employment) IV	15.42
01270 - Production Control Clerk	16.26
01290 - Rental Clerk	10.62
01300 - Scheduler, Maintenance	13.36
01311 - Secretary I	13.36
01312 - Secretary II	14.83
01313 - Secretary III	16.42
01314 - Secretary IV	18.28

Secretary V   20.22		6
01315 - Secretary V 01320 - Service Order Dispatcher 01141 - Stenographer I 01342 - Stenographer I 01342 - Stenographer I 01440 - Supply Technician 01400 - Supply Technician 01400 - Supply Technician 01400 - Survey Worker (Interviewer) 01460 - Switchboard Operator-Receptionist 01510 - Test Examiner 01510 - Test Examiner 01520 - Test Proctor 01511 - Travel Clerk I 01531 - Travel Clerk II 01533 - Travel Clerk II 01533 - Travel Clerk II 01533 - Travel Clerk II 01531 - Word Processor I 01511 - Word Processor II 01511 - Word Processor II 01511 - Word Processor II 01512 - Word Processor II 01512 - Word Processor II 01513 - Travel Clerk II 01501 - Automatic Data Processing Occupations 01501 - Computer Operator I 01501 - Computer Operator I 01501 - Computer Operator II 01501 - Computer Operator I		Section J
01320 - Service Order Dispatcher	01315 - Secretary V	
01341 - Stenographer I		
01342 - Stenographer II 01407 - Supply Technician 01420 - Survey Worker (Interviewer) 01420 - Survey Worker (Interviewer) 01420 - Survey Worker (Interviewer) 01510 - Switchboard Operator-Receptionist 01510 - Test Examiner 01510 - Test Examiner 11.50 01511 - Travel Clerk I 01531 - Travel Clerk II 10.76 01532 - Travel Clerk II 11.46 11.33 11.15 11.15 11.15 11.16 11.16 11.17 11.17 11.18 11.19 11.		
01400 - Supply Technician 01420 - Survey Worker (Interviewer) 01460 - Switchboard Operator-Receptionist 01510 - Test Examiner 01520 - Test Examiner 01531 - Travel Clerk II 01531 - Travel Clerk II 01532 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01612 - Word Processor II 01612 - Word Processor II 01613 - Word Processor II 01613 - Computer Deta Librarian 03010 - Automatic Data Processing Occupations 03010 - Computer Derator II 03004 - Computer Operator III 03007 - Computer Programmer III(1) 03007 - Computer Programmer III(1) 03007 - Computer Systems Analyst II (1) 03007 - Computer Systems Analyst II (1) 03102 - Computer Systems Analyst II (1) 03102 - Computer Systems Analyst II (1) 03103 - Computer Systems Analyst II (1) 03104 - Computer Systems Analyst II (1) 03105 - Peripheral Equipment Operator 03000 - Automotive Body Repairer, Piberglass 05000 - Automotive Body Repairer, Piberglass 05000 - Automotive Worker 05100 - Automotive Worker 05100 - Automotive Worker 05100 - Motor Equipment Metal Machanic 05000 - Automotive Worker 05100 - Motor Equipment Metal Machanic 05100 - Motor Equipment Metal Machanic 05100 - Motor Vehicle Worker 05100 - Parinture Maintenance and Repair Occupations 07000 - Food Preparation and Service Occupations 07000 - Food Preparation and Service Occupations 07000 - Parinture Maintenance and Repair Occupations 07000 - Parinture Maintenance and Repair Occupations 070000 - Parinture Refinisher		
01420 - Survey Worker (Interviewer) 12.40 01460 - Switchboard Operator-Raceptionist 11.50 01510 - Test Examiner 14.61 01520 - Test Prototor 14.61 01531 - Travel Clerk I 10.76 01532 - Travel Clerk II 11.46 01533 - Travel Clerk III 11.46 01533 - Travel Clerk III 11.46 01533 - Travel Clerk III 11.47 01513 - Word Processor II 11.33 01611 - Word Processor II 12.38 01611 - Word Processor II 12.38 01613 - Word Processor II 12.38 03014 - Computer Data Librarian 11.40 03010 - Automatic Data Processing Occupations 11.40 03011 - Computer Operator I 12.28 03042 - Computer Operator II 12.28 03043 - Computer Operator III 16.63 03044 - Computer Operator III 16.63 03044 - Computer Operator II 17.95 03071 - Computer Programmer II (1) 18.73 03072 - Computer Programmer II (1) 18.73 03073 - Computer Programmer II (1) 25.01 03074 - Computer Programmer II (1) 25.01 03074 - Computer Systems Analyst II (1) 27.62 03101 - Peripheral Equipment Operator 12.28 05005 - Automotive Glass Installer 13.35 05004 - Automotive Service Occupations 13.35 05004 - Automotive Worker 13.35 05004 - Automotive Worker 13.35 05005 - Automotive Worker 13.35 05100 - Motor Vehicle Mechanic Helper 14.48 05220 - Motor Vehicle Worker 13.35 05100 - Motor Vehicle Worker 13.35		
01460 - Switchboard Operator-Receptionist 01510 - Test Examiner 01520 - Test Proctor 114.61 01520 - Test Proctor 11520 - Test Proctor 11520 - Test Proctor 11520 - Test Proctor 11520 - Test Proctor 11521 - Travel Clerk II 11.65 01532 - Travel Clerk III 11.65 01533 - Travel Clerk III 11.65 01533 - Travel Clerk III 11.65 01533 - Travel Clerk III 11.65 01612 - Word Processor I 11.15 01612 - Word Processor II 11.15 01613 - Word Processor III 11.16 03000 - Automatic Data Processing Occupations 03010 - Computer Data Librarian 11.40 03041 - Computer Operator I 11.228 03042 - Computer Operator II 11.373 03043 - Computer Operator IV 11.95 03045 - Computer Operator IV 11.95 03046 - Computer Programmer I (1) 13.73 03071 - Computer Programmer II (1) 23.22 03073 - Computer Programmer III (1) 23.22 03073 - Computer Programmer III (1) 23.22 03074 - Computer Systems Analyst II (1) 27.62 03101 - Computer Systems Analyst II (1) 27.62 03102 - Computer Systems Analyst III (1) 27.62 03103 - Computer Systems Analyst III (1) 27.62 03103 - Computer Systems Analyst III (1) 27.62 03100 - Automotive Service Coupations 05000 - Automotive Glass Installer 05040 - Automotive Glass Installer 05500 - Automotive Glass Installer 05100 - Motor Equipment Metal Mechanic 11.97 05100 - Motor Equipment Metal Mechanic 11.97 05100 - Motor Vehicle Worker 12.35 05100 - Motor Vehicle Worker 13.35 05100 - Motor Vehicle Worker 15.36 05100 - Motor Vehicle Worker 15.37 05100 - Motor Vehicle Worker 15.39 05100 - Motor Vehicle Worker 15.30 05100 - Motor		
14.61   16.51   17.01   16.51   16.51   17.01   16.51   17.0		
01531 - Travel Clerk I		14.61
01532 - Travel Clerk II		14.61
01533 - Travel Clerk III		10.76
01611 - Word Processor I		11.46
01612 - Word Processor II		
01613 - Word Processor III 03000 - Automatic Data Processing Occupations 03010 - Computer Data Librarian 11.40 03041 - Computer Operator I 12.28 03042 - Computer Operator III 13.73 03043 - Computer Operator III 16.63 03044 - Computer Operator III 17.95 03045 - Computer Operator IV 18.77 03047 - Computer Pogrammer III 19.87 03071 - Computer Programmer II (1) 19.87 03071 - Computer Programmer III (1) 23.22 03073 - Computer Programmer III (1) 23.22 03073 - Computer Programmer III (1) 25.01 03074 - Computer Systems Analyst II (1) 27.62 03101 - Computer Systems Analyst II (1) 27.62 03103 - Computer Systems Analyst III (1) 27.62 03103 - Computer Systems Analyst III (1) 27.62 03103 - Computer Systems Analyst III (1) 27.62 03104 - Peripheral Equipment Operator 10.3160 - Peripheral Equipment Operator 10.3050 - Automotive Service Occupations 05005 - Automotive Service Occupations 05006 - Automotive Glass Installer 13.35 05070 - Electrician, Automotive 13.35 05070 - Electrician, Automotive 14.69 05100 - Mobile Equipment Servicer 15.60 05100 - Mobor Equipment Metal Mechanic 16.63 05100 - Motor Equipment Metal Mechanic 17.97 05130 - Motor Equipment Metal Mechanic 18.69 05100 - Motor Vehicle Mechanic 19.70 0520 - Motor Vehicle Mechanic 19.70 0530 - Painter, Automotive 10.36 0540 - Transmission Repair Specialist 10.36 0540 - Painter, Automotive 1		
03000 - Automatic Data Processing Occupations   03010 - Computer Data Librarian   11.40   03041 - Computer Operator I   12.28   03042 - Computer Operator II   13.73   03043 - Computer Operator II   16.63   03044 - Computer Operator IV   17.95   03045 - Computer Operator IV   17.95   03045 - Computer Operator V   17.95   03045 - Computer Operator V   19.87   03071 - Computer Programmer II (1)   18.73   03072 - Computer Programmer III (1)   23.22   03073 - Computer Programmer III (1)   25.01   03074 - Computer Programmer IV (1)   27.62   03101 - Computer Systems Analyst II (1)   27.62   03101 - Computer Systems Analyst II (1)   27.62   03102 - Computer Systems Analyst III (1)   27.62   03103 - Computer Systems Analyst III (1)   27.62   03104 - Peripheral Equipment Operator   12.28   05000 - Automotive Service Occupations   05001 - Automotive Solars Installer   13.35   05000 - Automotive Solars Installer   13.35   05000 - Automotive Solars Installer   13.35   05000 - Automotive Solars Installer   14.03   05100 - Automotive Worker   13.35   05100 - Automotive Worker   13.35   05100 - Automotive Worker   14.03   05100 - Mobile Equipment Servicer   14.03   05100 - Mobile Equipment Metal Worker   13.35   05100 - Motor Equipment Metal Worker   13.35   05100 - Motor Vehicle Mechanic   14.69   05160 - Motor Vehicle Mechanic   14.69   05160 - Motor Vehicle Worker   12.66   05280 - Motor Vehicle Worker   13.35   05300 - Painter, Automotive   15.91   05300 - Painter, Automotive   05000 - Painter, Automotive   05000 - Painter, Automotive		
03010 - Computer Data Librarian   11.40		14.74
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03044 - Computer Operator IV 03071 - Computer Programmer I (1) 03071 - Computer Programmer II (1) 03072 - Computer Programmer II (1) 03073 - Computer Programmer III (1) 03074 - Computer Programmer III (1) 03074 - Computer Programmer III (1) 03074 - Computer Programmer IV (1) 03101 - Computer Systems Analyst I (1) 03102 - Computer Systems Analyst II (1) 03103 - Computer Systems Analyst III (1) 03105 - Peripheral Equipment Operator 03106 - Peripheral Equipment Operator 03107 - Automotive Service Occupations 05000 - Automotive Worker 13.35 05040 - Mobile Equipment Metal Mechanic 05100 - Mobile Equipment Metal Mechanic 11.97 05130 - Motor Equipment Metal Worker 13.35 05100 - Motor Equipment Metal Worker 13.35 05200 - Motor Vehicle Mechanic Helper 14.48 05220 - Motor Vehicle Weckar 15.46 05280 - Motor Vehicle Upholstery Worker 16.66 05280 - Motor Vehicle Wrecker 17.80 05310 - Painter, Automotive 15.91 05310 - Painter, Automotive 15.91 05340 - Radiator Repair Specialist 05400 - Transmission Repair Specialist 07000 - Food Service Worker 07000 - Food Service Worker 07000 - Food Service Worker 07000 - Olishwasher 07010 - Dishwasher 07010 - Furniture Maintenance and Repair Occupations 07010 - Furniture Maintenance and Repair Occupations 09010 - Furniture Refinisher 09010 - Furniture Refinisher 09010 - Furniture Refinisher Helper 09110 - Furniture Refinisher Helper		
03071 - Computer Programmer I (1)		
03072 - Computer Programmer II (1)   23.22		19.87
03073 - Computer Programmer III (1)   25.01	03071 - Computer Programmer I (1)	18.73
03074 - Computer Programmer IV (1) 03101 - Computer Systems Analyst I (1) 03102 - Computer Systems Analyst III (1) 03103 - Computer Systems Analyst III (1) 03160 - Peripheral Equipment Operator 03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Electrician, Automotive 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 11.97 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 13.35 05190 - Motor Vehicle Mechanic 05190 - Motor Vehicle Mechanic 05190 - Motor Vehicle Mechanic Helper 11.43 05220 - Motor Vehicle Mechanic Helper 12.66 05280 - Motor Vehicle Wrecker 13.35 05310 - Painter, Automotive 15.91 05340 - Radiator Repair Specialist 05340 - Radiator Repair Specialist 05340 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter 07130 - Meat Cutter 07130 - Meat Cutter 07130 - Meat Cutter 07130 - Furniture Maintenance and Repair Occupations 09010 - Electrostatic Spray Painter 09000 - Furniture Maintenance and Repair Occupations 09010 - Furniture Maintenance and Repair Occupations 09010 - Furniture Refinisher 09000 - Furniture Refinisher Helper 09110 - Europiture Refinisher Helper 09110 - Europiture Refinisher Helper 09110 - Europiture Refinisher Helper	03072 - Computer Programmer II (1)	
03101 - Computer Systems Analyst I (1)   25.84     03102 - Computer Systems Analyst II (1)   27.62     03103 - Computer Systems Analyst III (1)   27.62     03160 - Peripheral Equipment Operator   12.28     05000 - Automotive Service Occupations   12.28     05001 - Automotive Body Repairer, Fiberglass   17.56     05010 - Automotive Worker   13.35     05040 - Automotive Worker   13.35     05070 - Electrician, Automotive   14.03     05100 - Mobile Equipment Servicer   11.97     05130 - Motor Equipment Metal Mechanic   14.69     05160 - Motor Equipment Metal Worker   13.35     05190 - Motor Vehicle Mechanic   14.48     05220 - Motor Vehicle Mechanic Helper   14.48     05250 - Motor Vehicle Wrecker   13.35     05310 - Painter, Automotive   13.35     05310 - Painter, Automotive   13.35     05310 - Tire Repairer   10.86     05280 - Motor Vehicle Wrecker   13.35     05370 - Tire Repairer   10.86     05400 - Transmission Repair Specialist   13.35     05400 - Transmission Repair Specialist   10.86     07000 - Food Preparation and Service Occupations   10.96     07041 - Cook I   9.46     07070 - Dishwasher   7.80     07030 - Waiter/Waitress   7.79     09000 - Furniture Maintenance and Repair Occupations   15.48     09070 - Furniture Refinisher   10.90     090900 - Furniture Refinisher   10.90     09100 - Furniture Refinisher   10.90     09100 - Furniture Refinisher   10.90     09100 - Furniture Refinisher Helper   12.42     09110 - Furniture Refinisher   12.42     09110 - Furniture Refinisher Helper   12.42     09110 - Furniture Refinisher   1	03074 - Computer Programmer III (1)	
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03160 - Peripheral Equipment Operator   12.28	03103 - Computer Systems Analyst III (1)	
05000 - Automotive Service Occupations   17.56	03160 - Peripheral Equipment Operator	
05010 - Automotive Glass Installer	05000 - Automotive Service Occupations	12.20
13.35   05040 - Automotive Worker   13.35   05070 - Electrician, Automotive   14.03   05100 - Mobile Equipment Servicer   14.03   05100 - Mobile Equipment Metal Mechanic   11.97   05130 - Motor Equipment Metal Worker   13.35   05190 - Motor Vehicle Mechanic   14.69   05160 - Motor Vehicle Mechanic   14.48   05220 - Motor Vehicle Mechanic   14.48   05250 - Motor Vehicle Upholstery Worker   12.66   05280 - Motor Vehicle Upholstery Worker   12.66   05280 - Motor Vehicle Wrecker   13.35   05310 - Painter, Automotive   15.91   05340 - Radiator Repair Specialist   13.35   05370 - Tire Repairer   10.86   05400 - Transmission Repair Specialist   14.48   07000 - Food Preparation and Service Occupations   14.48   07001 - Baker   10.96   07041 - Cook I   10.96   07042 - Cook II   10.96   07042 - Cook II   10.55   07070 - Dishwasher   7.80   07130 - Meat Cutter   7.80   07130 - Meat Cutter   12.42   07250 - Waiter/Waitress   7.79   09000 - Furniture Maintenance and Repair Occupations   09010 - Electrostatic Spray Painter   15.48   09040 - Furniture Refinisher   15.48   09100 - Furniture Refinisher   15.48   09100 - Furniture Refinisher   16.42   09110 - Furniture Refinisher   16.48   09110 - Furniture Refinisher   16.	05005 - Automotive Body Repairer, Fiberglass	17.56
05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05280 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Upholstery Worker 12.66 05280 - Motor Vehicle Wrecker 13.35 05310 - Painter, Automotive 15.91 05340 - Radiator Repair Specialist 05300 - Tire Repairer 05400 - Transmission Repair Specialist 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter 07250 - Waiter/Waitress 09000 - Furniture Maintenance and Repair Occupations 09010 - Electrostatic Spray Painter 09010 - Furniture Refinisher 09070 - Furniture Refinisher Helper 09010 - Furniture Refinisher Helper 09010 - Furniture Refinisher Helper 09010 - Furniture Refinisher Helper		13.35
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	rainteate Repairer, Millor	13.93

#### Attachment C 09130 - Upholsterer 15.48 11030 - General Services and Support Occupations 11030 - Cleaner, Vehicles 8.43 11060 - Elevator Operator 8.70 11090 - Gardener 11.57 11121 - House Keeping Aid I 7.75 11122 - House Keeping Aid II 8.89 11150 - Janitor 10.15 11210 - Laborer, Grounds Maintenance 9.53 11240 - Maid or Houseman 7.75 11270 - Pest Controller 13.16 11300 - Refuse Collector 11.58 11330 - Tractor Operator 12.24 11360 - Window Cleaner 10.60 12000 - Health Occupations 12020 - Dental Assistant 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver 13.22 12071 - Licensed Practical Nurse I 11.67 12072 - Licensed Practical Nurse II 13.07 12073 - Licensed Practical Nurse III 14.64 12100 - Medical Assistant 11.33 12130 - Medical Laboratory Technician 12.23 12160 - Medical Record Clerk 9.77 12190 - Medical Record Technician 13.54 12221 - Nursing Assistant I 8.15 12222 - Nursing Assistant II 9.06 12223 - Nursing Assistant III 9.99 12224 - Nursing Assistant IV 11.22 12250 - Pharmacy Technician 12.19 12280 - Phlebotomist 11.36 12311 - Registered Nurse I 19.16 12312 - Registered Nurse II 23.46 12313 - Registered Nurse II, Specialist 23.46 12314 - Registered Nurse III 26.04 12315 - Registered Nurse III, Anesthetist 26.04 12316 - Registered Nurse IV 30.91 13000 - Information and Arts Occupations 13002 - Audiovisual Librarian 18.37 13011 - Exhibits Specialist I 15.73 13012 - Exhibits Specialist II 19.86 13013 - Exhibits Specialist III 25.22 13041 - Illustrator I 15.13 13042 - Illustrator II 19.86 13043 - Illustrator III 25.22 13047 - Librarian 20.94 13050 - Library Technician 10.78 13071 - Photographer I 11.91 13072 - Photographer II 15.73 13073 - Photographer III 19.86 13074 - Photographer IV 25.55 13075 - Photographer V 30.07 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 7.75 15030 - Counter Attendant 7.75 15040 - Dry Cleaner 10.12 15070 - Finisher, Flatwork, Machine 7.75 15090 - Presser, Hand 7.75 15100 - Presser, Machine, Drycleaning 7.75 15130 - Presser, Machine, Shirts 7.75 15160 - Presser, Machine, Wearing Apparel, Laundry 7.75

Section J

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15220 - Tailor	11.52
15250 - Washer, Machine	8.57
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.31
19040 - Tool and Die Maker	18.29
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.46
21020 - Material Coordinator	14.86
21030 - Material Expediter	14.86
21040 - Material Handling Laborer	11.28
21050 - Order Filler 21071 - Forklift Operator	10.28
21071 - Forkill Operator 21080 - Production Line Worker (Food Processing)	12.52
21100 - Floadecion Bine worker (Food Flodessing) 21100 - Shipping/Receiving Clerk	12.52
21130 - Shipping Packer	12.47 12.47
21140 - Store Worker I	10.08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.63
21210 - Tools and Parts Attendant	12.52
21400 - Warehouse Specialist	12.52
23000 - Mechanics and Maintenance and Repair Occupations	14.52
23010 - Aircraft Mechanic	20.28
23040 - Aircraft Mechanic Helper	15.20
23050 - Aircraft Quality Control Inspector	20.72
23060 - Aircraft Servicer	17.05
23070 - Aircraft Worker	18.03
23100 - Appliance Mechanic	15.48
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer 23130 - Carpenter, Maintenance	17.84
23140 - Carpet Layer	15.48
23160 - Electrician, Maintenance	14.73
23181 - Electronics Technician, Maintenance I	18.72 16.95
23182 - Electronics Technician, Maintenance II	17.82
23183 - Electronics Technician, Maintenance III	18.65
23260 - Fabric Worker	15.32
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.56
23340 - Fuel Distribution System Mechanic	17.74
23370 - General Maintenance Worker	14.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.22
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	16.22
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	13.97
23470 - Laborer	20.52
23500 - Locksmith	10.73
23530 - Machinery Maintenance Mechanic	15.48 19.19
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	12.42
23640 - Millwright	16.60
23700 - Office Appliance Repairer	15.48
23740 - Painter, Aircraft	18.16
23760 - Painter, Maintenance	15.48
23790 - Pipefitter, Maintenance	17.01
23800 - Plumber, Maintenance	16.23
23820 - Pneudraulic Systems Mechanic 23850 - Rigger	16.22
23870 - Rigger 23870 - Scale Mechanic	16.95
23890 - Sheet-Metal Worker, Maintenance	14.74
23910 - Small Engine Mechanic	16.22
	14.74

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23930 - Telecommunication Mechanic I	Attachment C
23931 - Telecommunication Mechanic II	18.72
23950 - Telephone Lineman	17.91
23960 - Welder, Combination, Maintenance	16.22
23965 - Well Driller	16.22
23970 - Woodcraft Worker	16.22
23980 - Woodworker	13.22
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.66
24580 - Child Care Center Clerk	10.78
24600 - Chore Aid	8.51
24630 - Homemaker	13.40
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.21
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	18.21
25190 - Ventilation Equipment Tender	12.61
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
(not set) - Police Officer 27004 - Alarm Monitor	16.22
27004 - Alarm Monitor 27006 - Corrections Officer	13.60
	13.60
27010 - Court Security Officer 27040 - Detention Officer	14.38
27040 - Detention Officer 27070 - Firefighter	13.60
27101 - Guard I	13.29
27102 - Guard II	9.14
28000 - Stevedoring/Longshoremen Occupations	11.51
28010 - Blocker and Bracer	14.40
28020 - Hatch Tender	14.40
28030 - Line Handler	14.40 14.40
28040 - Stevedore I	13.02
28050 - Stevedore II	14.44
29000 - Technical Occupations	14.44
21150 - Graphic Artist	17.05
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.55
29024 - Archeological Technician II	17.39
29025 - Archeological Technician III	21.52
29030 - Cartographic Technician	23.50
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.84
29040 - Civil Engineering Technician	18.74
29061 - Drafter I	11.77
29062 - Drafter II 29063 - Drafter III	13.21
29063 - Drafter III 29064 - Drafter IV	17.37
29081 - Engineering Technician I	21.52
29082 - Engineering Technician II	14.20
29083 - Engineering Technician III	15.93
29084 - Engineering Technician IV	19.58
29085 - Engineering Technician V	23.44
29086 - Engineering Technician VI	25.44
29090 - Environmental Technician	30.80
29100 - Flight Simulator/Instructor (Pilot)	18.02
29160 - Instructor	27.62
29210 - Laboratory Technician	20.80
29240 - Mathematical Technician	15.86
29361 - Paralegal/Legal Assistant I	16.20 15.31
	17.21

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29362 - Paralegal/Legal Assistant II	17.03
29363 - Paralegal/Legal Assistant III	20.78
29364 - Paralegal/Legal Assistant IV	25.20
29390 - Photooptics Technician	18.85
29480 - Technical Writer	23.31
29491 - Unexploded Ordnance (UXO) Technician I	
29492 - Unexploded Ordnance (UXO) Technician II	20.02
29493 - Unexploded Ordnance (UXO) Technician III	24.22
29494 - Unexploded (UXO) Safety Escort	29.03
	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.52
29621 - Weather Observer, Combined Upper Air and Surface Programs (	
29622 - Weather Observer, Upper Air (3)	14.86
31000 - Transportation/ Mobile Equipment Operation Occupations	,
31030 - Bus Driver	12.73
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	13.62
31300 - Taxi Driver	8.96
31361 - Truckdriver, Light Truck	14.21
31362 - Truckdriver, Medium Truck	15.01
31363 - Truckdriver, Heavy Truck	16.24
31364 - Truckdriver, Tractor-Trailer	16.24
99000 - Miscellaneous Öccupations	
99020 - Animal Caretaker	9.21
99030 - Cashier	8.32
99041 - Carnival Equipment Operator	10.21
99042 - Carnival Equipment Repairer	10.88
99043 - Carnival Worker	8.11
99050 - Desk Clerk	9.16
99095 - Embalmer	20.53
99300 - Lifeguard	10.52
99310 - Mortician	23.06
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04
99500 - Recreation Specialist	12.45
99510 - Recycling Worker	14.60
99610 - Sales Clerk	10.67
99620 - School Crossing Guard (Crosswalk Attendant)	9.81
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	16.28
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.80
99660 - Surveying Aide	10.79
99690 - Swimming Pool Operator	13.39
99720 - Vending Machine Attendant	11.28
99730 - Vending Machine Repairer	13.39
99740 - Vending Machine Repairer Helper	11.28

C

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. Al operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process th request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2569 REV (22) AREA: WA, YAKIMA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2570

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REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

William W.Gross Division of Revision No.: 22
Director Wage Determinations Date Of Revision: 08/09/2004

| Wage Determination No.: 1994-2569

MINIMUM WAGE RATE

States: Oregon, Washington

OCCUPATION CODE - TITLE

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,

Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

01010 - Administrative Support and Clerical Occupations   01011 - Accounting Clerk I		
01012 - Accounting Clerk III       11.87         01013 - Accounting Clerk III       13.53         01014 - Accounting Clerk IV       16.34         01030 - Court Reporter       14.95         01050 - Dispatcher, Motor Vehicle       14.85         01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk II       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01122 - Key Entry Operator I       12.01         01191 - Order Clerk I       12.01         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01310 - Scheduler, Maintenance       13.99	01000 - Administrative Support and Clerical Occupations	
01013 - Accounting Clerk IV       13.53         01014 - Accounting Clerk IV       16.34         01030 - Court Reporter       14.95         01050 - Dispatcher, Motor Vehicle       14.85         01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk III       10.25         01117 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01122 - Key Entry Operator II       12.01         01191 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) III       13.48         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01311 - Secretary II       13.99         01312 - Secretary III       15.63         01313 - Secretary III       18.66 <td></td> <td>10.58</td>		10.58
01014 - Accounting Clerk IV       16.34         01030 - Court Reporter       14.95         01050 - Dispatcher, Motor Vehicle       14.85         01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk II       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk I       12.01         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary II       15.63         01313 - Secretary III       15.63 <td></td> <td>11.87</td>		11.87
01030 - Court Reporter       14.95         01050 - Dispatcher, Motor Vehicle       14.85         01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk III       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       12.01         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       15.63	<del>-</del>	13.53
01050 - Dispatcher, Motor Vehicle       14.85         01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk III       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       12.01         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       17.02         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01313 - Secretary II       15.63         01313 - Secretary III       18.66	01014 - Accounting Clerk IV	
01060 - Document Preparation Clerk       12.01         01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk III       10.25         01117 - General Clerk IVI       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary II       15.63         01313 - Secretary III       15.63         01313 - Secretary III       18.66	01030 - Court Reporter	14.95
01070 - Messenger (Courier)       9.49         01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk II       10.25         01117 - General Clerk III       12.01         0118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66		14.85
01090 - Duplicating Machine Operator       12.01         01110 - Film/Tape Librarian       12.14         01115 - General Clerk I       9.20         01116 - General Clerk III       10.25         01117 - General Clerk IVI       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       12.01         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary II       15.63         01313 - Secretary III       18.66	01060 - Document Preparation Clerk	12.01
01110 - Film/Tape Librarian 12.14 01115 - General Clerk I 9.20 01116 - General Clerk II 10.25 01117 - General Clerk III 12.01 01118 - General Clerk IV 13.46 01120 - Housing Referral Assistant 18.17 01131 - Key Entry Operator I 11.14 01132 - Key Entry Operator II 12.01 01191 - Order Clerk I 11.07 01192 - Order Clerk II 12.09 01261 - Personnel Assistant (Employment) I 12.01 01262 - Personnel Assistant (Employment) II 13.48 01263 - Personnel Assistant (Employment) III 15.08 01264 - Personnel Assistant (Employment) IV 17.11 01270 - Production Control Clerk 15.59 01300 - Scheduler, Maintenance 13.99 01311 - Secretary II 15.63 01313 - Secretary III 15.63		9.49
01115 - General Clerk I       9.20         01116 - General Clerk II       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       12.09         01261 - Personnel Assistant (Employment) I       12.09         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary III       15.63         01313 - Secretary III       18.66	01090 - Duplicating Machine Operator	12.01
01116 - General Clerk II       10.25         01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66	01110 - Film/Tape Librarian	12.14
01117 - General Clerk III       12.01         01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary III       15.63         01313 - Secretary IIII       18.66	01115 - General Clerk I	9.20
01118 - General Clerk IV       13.46         01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary III       15.63         01313 - Secretary III       18.66	01116 - General Clerk II	10.25
01120 - Housing Referral Assistant       18.17         01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary III       15.63         01313 - Secretary III       18.66	01117 - General Clerk III	12.01
01131 - Key Entry Operator I       11.14         01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66	01118 - General Clerk IV	13.46
01132 - Key Entry Operator II       12.01         01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) III       13.48         01263 - Personnel Assistant (Employment) IV       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66	01120 - Housing Referral Assistant	18.17
01191 - Order Clerk I       11.07         01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66	01131 - Key Entry Operator I	11.14
01192 - Order Clerk II       12.09         01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) IV       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66		12.01
01261 - Personnel Assistant (Employment) I       12.01         01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66	01191 - Order Clerk I	11.07
01262 - Personnel Assistant (Employment) II       13.48         01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66		12.09
01263 - Personnel Assistant (Employment) III       15.08         01264 - Personnel Assistant (Employment) IV       17.11         01270 - Production Control Clerk       17.02         01290 - Rental Clerk       11.59         01300 - Scheduler, Maintenance       13.99         01311 - Secretary I       13.99         01312 - Secretary II       15.63         01313 - Secretary III       18.66		12.01
01264 - Personnel Assistant (Employment) IV 17.11 01270 - Production Control Clerk 17.02 01290 - Rental Clerk 11.59 01300 - Scheduler, Maintenance 13.99 01311 - Secretary I 13.99 01312 - Secretary II 15.63 01313 - Secretary III 18.66	01262 - Personnel Assistant (Employment) II	13.48
01270 - Production Control Clerk 17.02 01290 - Rental Clerk 11.59 01300 - Scheduler, Maintenance 13.99 01311 - Secretary I 13.99 01312 - Secretary II 15.63 01313 - Secretary III 18.66	01263 - Personnel Assistant (Employment) III	15.08
01290 - Rental Clerk 11.59 01300 - Scheduler, Maintenance 13.99 01311 - Secretary I 13.99 01312 - Secretary II 15.63 01313 - Secretary III 18.66		17.11
01300 - Scheduler, Maintenance 13.99 01311 - Secretary I 13.99 01312 - Secretary II 15.63 01313 - Secretary III 18.66		17.02
01311 - Secretary I 13.99 01312 - Secretary II 15.63 01313 - Secretary III 18.66		11.59
01312 - Secretary II 15.63 01313 - Secretary III 18.66		13.99
01313 - Secretary III 18.66	<u>-</u>	13.99
04044	-	15.63
01314 - Secretary IV 20.92	The state of the s	18.66
	01314 - Secretary IV	20.92

	Section J Attachment C
01315 - Secretary V	23.14
01320 - Service Order Dispatcher	15.10
01341 - Stenographer I	12.01
01342 - Stenographer II	13.33
01400 - Supply Technician	20.92
01420 - Survey Worker (Interviewer)	12.55
01460 - Switchboard Operator-Receptionist	10.38
01510 - Test Examiner	15.63
01520 - Test Proctor	15.63
01531 - Travel Clerk I	11.74
01532 - Travel Clerk II	12.62
01533 - Travel Clerk III	13.50
01611 - Word Processor I	11.34
01612 - Word Processor II	12.74
01613 - Word Processor III	14.25
03000 - Automatic Data Processing Occupations	22720
03010 - Computer Data Librarian	11.06
03041 - Computer Operator I	13.18
03042 - Computer Operator II	16.28
03043 - Computer Operator III	20.58
03044 - Computer Operator IV	23.79
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	17.97
03072 - Computer Programmer II (1)	23.03
03073 - Computer Programmer III (1)	27.32
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.00
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.52
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer	18.71
05010 - Automotive Glass Installer	16.84
05070 - Electrician, Automotive	16.84
05100 - Mobile Equipment Servicer	17.78
05130 - Motor Equipment Metal Mechanic	14.95
05160 - Motor Equipment Metal Worker	18.71 16.84
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.00
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter, Automotive	17.78
05340 - Radiator Repair Specialist	16.84
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.89
07010 - Baker	15.66
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Meat Cutter	15.66
07250 - Waiter/Waitress	11.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	17.78
09040 - Furniture Handler 09070 - Furniture Refinisher	11.71
09100 - Furniture Refinisher 09100 - Furniture Refinisher Helper	17.78
09110 - Furniture Repairer, Minor	14.00
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17.78   1030 - General Services and Support Occupations   1030 - Cleaner, Vehicles   9.92   11060 - Elevator Operator   10.88   11090 - Gardener   15.35   11090 - Gardener   15.35   11121 - House Keeping Aid I   10.39   11150 - Janitor   11.97   11210 - Laborer, Grounds Maintenance   12.13   1124 - Maid or Houseman   9.22   11770 - Peat Controller   17.88   11307 - Peat Controller   17.88   11307 - Refuse Collector   11.97   11310 - Tractor Operator   14.51   11360 - Window Cleaner   13.35   11200 - Health Occupations   12.200 - Health Occupations   12.201 - Dencal Assistant   12.79   12.7		Section J Attachment C
11030 - Cleaner, Whirles   9, 92   11050 - Cleaner, Whirles   10, 88   11050 - Elevator Operator   10, 88   11050 - Elevator Operator   10, 88   11050 - Elevator Operator   10, 88   11050 - Gardener   10, 39   11151 - House Keeping Aid I   10, 39   11151 - House Keeping Aid II   10, 39   11151 - Janitor   11, 97   11120 - Laborer, Grounds Maintenance   12, 11   1177   11210 - Laborer, Grounds Maintenance   12, 11   1177   11210 - Laborer, Grounds Maintenance   12, 11   1177   11210 - Laborer, Grounds Maintenance   12, 11   1177   11310 - Maid or Houseman   9, 22   11770 - Peat Controller   17, 88   11300 - Refuse Collector   11, 97   11330 - Tractor Operator   14, 51   11360 - Window Cleaner   13, 35   12000 - Health Occupations   12000 - Dental Assistant   12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   13, 53   12072 - Licensed Practical Nurse II   12, 79   12072 - Licensed Practical Nurse II   16, 05   12100 - Medical Assistant   12, 36   12130 - Medical Assistant   12, 36   12130 - Medical Record Clerk   12, 40   12190 - Medical Record Clerk   12, 40   12190 - Medical Record Technician   13, 55   12222 - Nursing Assistant II   10, 93   12222 - Nursing Assistant II   10, 93   12222 - Nursing Assistant II   10, 92   12222 - Nursing Assistant II   10, 93   12224 - Nursing Assist	09130 - Unholsterer	17.78
11010 - Cleaner, Vehicles   9.92     11060 - Elevator Operator   10.88     11090 - Gardener   15.35     11121 - House Keeping Aid II   10.39     1150 - Janitor   11.97     11210 - Laborer, Crounds Maintenance   12.11     11220 - Maid or Houseman   9.22     11270 - Pest Controller   17.88     11300 - Refuse Collector   11.97     11310 - Refuse Collector   11.97     11310 - Refuse Collector   11.97     11310 - Tractor Operator   14.51     11361 - Window Cleaner   13.35     12020 - Health Occupations   12020 - Dental Assistant   13.81     12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   13.54     12001 - Health Occupations   12.79     12012 - Licensed Practical Nurse I   12.79     12012 - Licensed Practical Nurse II   14.34     12013 - Licensed Practical Nurse II   14.34     12013 - Licensed Practical Nurse II   16.05     12100 - Medical Assistant   12.36     12100 - Medical Assistant   12.36     12100 - Medical Laboratory Technician   13.55     12100 - Medical Laboratory Technician   13.55     12100 - Medical Record Clerk   12.40     12101 - Medical Record Clerk   12.40     12221 - Nursing Assistant II   9.25     12222 - Nursing Assistant II   9.25     12222 - Nursing Assistant II   10.09     12224 - Mursing Assistant II   10.99     12225 - Phiabotomist   13.61     12313 - Registered Nurse I   13.91     12315 - Registered Nurse II   28.39     12316 - Registered Nurse II   33.46     12317 - Registered Nurse II   30.91     12318 - Registered Nurse II   30.91     12319 - Medical Record Technician   19.52     12310 - Minidal Specialist II   19.59     12311 - Registered Nurse II   30.91     12312 - Registered Nurse II   30.91     12313 - Registered Nurse II   30.91     12314 - Registered Nurse II   30.91     12315 - Registered Nurse II   30.91     12316 - Registered Nurse II   30.91     12317 - Registered Nurse II   30.91     12318 - Registered Nurse II   30.91     12319 - Phiabotomis II   30.91     12310 - Licensed Presidentian   30.91     12311 - Registered Nurse II   30.91     12312 - Regis	-	17.75
11080 - Elevator Operator   10.88   11090 - Gardener   15.15   11121 - House Keeping Aid I   10.39   11151 - House Keeping Aid II   10.39   11150 - Janitor   11.97   11210 - Laborer, Grounds Maintenance   12.13   11244 - Maid or Houseman   9.22   11270 - Pest Controller   17.88   11300 - Refuse Collector   11.97   11330 - Tractor Operator   14.51   11360 - Window Cleaner   13.55   11360 - Beats Controller   13.55   12000 - Health Occupations   12.20		9.92
11090 - Gardener   15.35   11021 - House Keeping Aid I		
11121 - House Keeping Aid I		
11122 - House Keeping Aid II	11121 - House Keeping Aid I	
11150 - Janitor   11.97   11210 - Laborer, Grounds Maintenance   12.13   11240 - Maid or Houseman   9.22   11270 - Pest Controller   17.88   11300 - Refuse Collector   11.97   11330 - Tractor Operator   14.51   11365 - Window Cleaner   13.55   12000 - Health Occupations   12020 - Dental Assistant   12020 - Dental Assistant   12020 - Dental Assistant   12021 - Licensed Practical Nurse I   12.79   12072 - Licensed Practical Nurse II   14.34   12073 - Licensed Practical Nurse III   16.05   12100 - Medical Eaboratory Technician   12.36   12100 - Medical Assistant   12.36   12100 - Medical Assistant   12.36   12100 - Medical Assistant   12.36   12100 - Medical Record Clerk   12.40   12.50	11122 - House Keeping Aid II	
11240 - Maid or Houseman		11.97
11270 - Pest Controller   17.88   11390 - Refuse Collector   11.97   11310 - Tractor Operator   11.97   11360 - Window Cleaner   13.55   12000 - Health Occupations   13.83   12000 - Realth Occupations   12000 - Pental Assistant   12000 - Pental Pent	11210 - Laborer, Grounds Maintenance	12.13
11300 - Refuse Collector   11.97   11330 - Tractor Operator   13.97   11330 - Window Cleaner   13.35   12000 - Health Occupations   13.35   12000 - Health Occupations   12020 - Dental Assistant   12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   12.79   12071 - Licensed Practical Nurse I   12.79   12072 - Licensed Practical Nurse III   14.34   12073 - Licensed Practical Nurse III   16.05   12100 - Medical Assistant   12.36   12100 - Medical Laboratory Technician   13.55   12160 - Medical Record Clerk   12.40   12.36   12120 - Medical Record Technician   13.58   12221 - Nursing Assistant II   9.25   12222 - Nursing Assistant II   9.25   12222 - Nursing Assistant III   9.25   12222 - Nursing Assistant III   9.25   12222 - Nursing Assistant III   9.25   12230 - Pharmacy Technician   12.30   12.301   12.312   12.320 - Pharmacy Technician   12.32   12.320 - Pharmacy Technician   12.32   12.320 - Pharmacy Technician   12.32   12.321 - Registered Nurse II   19.16   12.312 - Registered Nurse II   19.16   12.312 - Registered Nurse III   19.16   12.313 - Registered Nurse III   19.16   12.314 - Registered Nurse III   19.16   12.315 - Registered Nurse III   19.16   12.314 - R		9.22
11330 - Tractor Operator 11360 - Window Cleaner 12000 - Health Occupations 12000 - Dental Assistant 12000 - Dental Assistant 12000 - Dental Assistant 12000 - Emergency Medical Technician (EMT)/Faramedic/Ambulance Driver 13.54 12011 - Licensed Practical Nurse I 12011 - Licensed Practical Nurse II 12010 - Medical Assistant 12100 - Medical Assistant 12100 - Medical Assistant 12100 - Medical Laboyatory Technician 12110 - Medical Record Clerk 12110 - Medical Record Technician 12110 - Medical Record Technician 12120 - Nursing Assistant II 12121 - Nursing Assistant II 12221 - Nursing Assistant III 12222 - Nursing Assistant III 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12225 - Pharmacy Technician 12311 - Registered Nurse II 12311 - Registered Nurse II 12312 - Registered Nurse III 12312 - Registered Nurse III 12313 - Registered Nurse III 12314 - Registered Nurse III 12315 - Registered Nurse III 13101 - Exhibits Specialist I 13010 - Information and Arts Occupations 13002 - Audiovisual Librarian 13011 - Exhibits Specialist III 13033 - Exhibits Specialist III 13042 - Illustrator II 13042 - Illustrator II 13053 - Exhibits Specialist III 13074 - Photographer II 13075 - Photographer II 13075 - Photographer IV 13075 - Photographer IV 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15010 - Assembler 15010 - Presser, Machine, Drycleaning 15010 - Presser, Machine, Shirts		17.88
13.60 - Window Cleaner   12.000 - Health Occupations   12000 - Dental Assistant   12000 - Dental Assistant   12000 - Dental Assistant   12000 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   13.54   12071 - Licensed Practical Nurse I   12.79   12072 - Licensed Practical Nurse II   14.34   12073 - Licensed Practical Nurse III   16.05   12100 - Medical Assistant   12.36   12110 - Medical Laboyatory Technician   13.55   12160 - Medical Record Clerk   12.40   12190 - Medical Record Technician   13.58   12210 - Mursing Assistant II   9.25   12222 - Nursing Assistant II   9.25   12222 - Nursing Assistant III   9.25   12222 - Nursing Assistant III   9.25   12222 - Nursing Assistant III   9.25   12222 - Nursing Assistant IV   11.32   12250 - Pharmacy Technician   12.82   12224 - Nursing Assistant IV   11.32   12250 - Pharmacy Technician   12.82   12230 - Pharmacy Technician   12.82   12231 - Registered Nurse II   19.16   12311 - Registered Nurse III   19.16   12311 - Registered Nurse III   19.16   12312 - Registered Nurse III, Anesthetist   23.46   12314 - Registered Nurse III, Anesthetist   28.39   12315 - Registered Nurse III, Anesthetist   28.39   12315 - Registered Nurse III, Anesthetist   28.39   12316 - Registered Nurse III   18.52   13012 - Exhibits Specialist II   18.52   13012 - Exhibits Specialist II   18.52   13012 - Exhibits Specialist II   18.52   13013 - Exhibits Specialist II   18.52   13014 - Illustrator II   18.52   13014 - Illustrator II   18.52   13015 - Photographer IV   13007 - Photographer IV		
12000 -   Health Occupations   12020 - Dental Assistant   13.83   12040 - Emergency Medical Technician (EMT) / Paramedic / Ambulance Driver   13.54   12.79   12.77	<u> </u>	
12020 - Dental Assistant   13.83   12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   13.54   12071 - Licensed Practical Nurse I   12.79   12072 - Licensed Practical Nurse II   16.05   12100 - Medical Assistant   12.36   12130 - Medical Assistant   12.36   12130 - Medical Assistant   12.36   12130 - Medical Record Clerk   12.40   12130 - Medical Record Technician   13.55   12160 - Medical Record Technician   13.58   12221 - Nursing Assistant I   8.23   12222 - Nursing Assistant II   9.25   12222 - Nursing Assistant III   10.09   12224 - Nursing Assistant III   10.09   12224 - Nursing Assistant III   10.09   12220 - Pharmacy Technician   12.82   12221 - Nursing Assistant IV   11.32   12322 - Pharmacy Technician   12.82   12311 - Registered Nurse I   13.01   12311 - Registered Nurse II   13.01   12312 - Registered Nurse III   13.01   12312 - Registered Nurse III   13.01   12313 - Registered Nurse III   13.01   12314 - Registered Nurse III   13.01		13.35
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver   13, 154     12071 - Licensed Practical Nurse II		12 02
12071 - Licensed Practical Nurse II		
12072 - Licensed Practical Nurse II		
12073 - Licensed Practical Nurse III		
12100 - Medical Assistant   12.36	12073 - Licensed Practical Nurse III	
12160 - Medical Record Clerk	12100 - Medical Assistant	
12190 - Medical Record Technician   13.58   12221 - Nursing Assistant I	12130 - Medical Laboratory Technician	13.55
12221 - Nursing Assistant I   9.25		12.40
12222 - Nursing Assistant III		13.58
12223 - Nursing Assistant III		
12224 - Nursing Assistant IV		
12250 - Pharmacy Technician       12.82         12280 - Phlebotomist       13.01         12311 - Registered Nurse I       19.16         12312 - Registered Nurse II       23.46         12313 - Registered Nurse III, Specialist       23.46         12314 - Registered Nurse III, Anesthetist       28.39         12315 - Registered Nurse IV       34.00         13000 - Information and Arts Occupations       17.92         13001 - Exhibits Specialist I       15.52         13012 - Exhibits Specialist II       18.52         13013 - Exhibits Specialist III       20.53         13041 - Illustrator I       15.52         13042 - Illustrator II       18.52         13043 - Illustrator III       20.53         13047 - Librarian       23.17         13050 - Library Technician       13.59         13071 - Photographer II       17.46         13072 - Photographer II       20.92         13074 - Photographer IV       23.31         13075 - Photographer IV       23.31         13076 - Photographer V       25.87         15000 - Laundry, Dry Cleaning, Pressing and Related Occupations       8.62         15000 - Presser, Hand       8.62         15000 - Presser, Hand       8.62         15100 -		
12280 - Phlebotomist		· · ·
12311 - Registered Nurse I		
12312 - Registered Nurse II   23.46   12313 - Registered Nurse II, Specialist   23.46   12314 - Registered Nurse III   28.39   12315 - Registered Nurse III, Anesthetist   28.39   12316 - Registered Nurse IV   34.00   13000 - Information and Arts Occupations   13002 - Audiovisual Librarian   17.92   13011 - Exhibits Specialist I   15.52   13012 - Exhibits Specialist II   18.52   13013 - Exhibits Specialist II   18.52   13014 - Illustrator I   15.52   13042 - Illustrator II   18.52   13043 - Illustrator II   18.52   13043 - Illustrator III   20.53   13047 - Librarian   23.17   13050 - Library Technician   13.59   13071 - Photographer II   17.46   13072 - Photographer II   17.46   13073 - Photographer IV   20.92   13074 - Photographer IV   23.31   13075 - Photographer V   25.87   15000 - Laundry, Dry Cleaning, Pressing and Related Occupations   15010 - Assembler   8.62   15030 - Counter Attendant   8.62   15040 - Dry Cleaner   10.89   15070 - Finisher, Flatwork, Machine   8.62   15030 - Presser, Machine, Drycleaning   8.62   15130 - Presser, Machine, Drycleaning   8.62   15130 - Presser, Machine, Drycleaning   8.62   15130 - Presser, Machine, Shirts   8.62   15100 - Presser, Machine, Shirts   15100 - Presser,		
12313 - Registered Nurse II, Specialist   23.46     12314 - Registered Nurse III   28.39     12315 - Registered Nurse III, Anesthetist   28.39     12316 - Registered Nurse IV   34.00     13000 - Information and Arts Occupations   17.92     13011 - Exhibits Specialist I   15.52     13012 - Exhibits Specialist II   18.52     13013 - Exhibits Specialist III   20.53     13041 - Illustrator I   15.52     13042 - Illustrator II   18.52     13043 - Illustrator III   20.53     13047 - Librarian   23.17     13050 - Library Technician   13.59     13071 - Photographer I   15.10     13072 - Photographer II   17.46     13073 - Photographer III   20.92     13074 - Photographer IV   23.31     13075 - Photographer IV   25.87     15000 - Laundry, Dry Cleaning, Pressing and Related Occupations     15010 - Assembler   8.62     15030 - Counter Attendant   8.62     15040 - Dry Cleaner   10.89     15070 - Finisher, Flatwork, Machine   8.62     15030 - Presser, Machine, Drycleaning   8.62     15130 - Presser, Machine, Drycleaning   8.62     15130 - Presser, Machine, Shirts   8.62     15130 - Presser, Machine, Shirts   8.62     15100 - Presser, Machine, Shirts   9.02     15100 - Presser, Machine, Shirts   9.02		
12314 - Registered Nurse III   28.39   12315 - Registered Nurse III, Anesthetist   28.39   12316 - Registered Nurse IV   34.00   13000 - Information and Arts Occupations		
12315 - Registered Nurse III, Anesthetist 34.00 12316 - Registered Nurse IV 34.00 13000 - Information and Arts Occupations 13002 - Audiovisual Librarian 17.92 13011 - Exhibits Specialist I 15.52 13012 - Exhibits Specialist II 18.52 13013 - Exhibits Specialist III 20.53 13041 - Illustrator I 15.52 13042 - Illustrator II 16.52 13043 - Illustrator III 20.53 13047 - Librarian 20.53 13047 - Librarian 13.59 13071 - Photographer I 15.10 13072 - Photographer I 15.10 13072 - Photographer II 20.92 13074 - Photographer IV 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15000 - Assembler 15000 - Presser, Hand 8.62 15040 - Dry Cleaner 15090 - Presser, Hand 8.62 15090 - Presser, Machine, Drycleaning 8.62 15100 - Presser, Machine, Drycleaning 8.62 15100 - Presser, Machine, Shirts 8.62		
12316 - Registered Nurse IV  13000 - Information and Arts Occupations  13002 - Audiovisual Librarian  13011 - Exhibits Specialist I  15.52  13012 - Exhibits Specialist II  18.52  13013 - Exhibits Specialist III  20.53  13041 - Illustrator I  18.52  13042 - Illustrator III  20.53  13047 - Librarian  13050 - Library Technician  13.59  13071 - Photographer I  13072 - Photographer III  13073 - Photographer IV  13074 - Photographer IV  13075 - Photographer IV  13075 - Photographer V  15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  15010 - Assembler  15010 - Assembler  15030 - Counter Attendant  15040 - Dry Cleaner  150500 - Presser, Hand  15100 - Presser, Machine, Drycleaning  15100 - Presser, Machine, Drycleaning  15100 - Presser, Machine, Shirts  15110 - Presser, Machine, Shirts  15110 - Presser, Machine, Shirts  15110 - Presser, Machine, Shirts		
13002 - Audiovisual Librarian   17.92     13011 - Exhibits Specialist I   15.52     13012 - Exhibits Specialist II   18.52     13013 - Exhibits Specialist III   20.53     13041 - Illustrator I   15.52     13042 - Illustrator III   18.52     13043 - Illustrator III   20.53     13047 - Librarian   23.17     13050 - Library Technician   13.59     13071 - Photographer I   15.10     13072 - Photographer III   20.92     13074 - Photographer III   20.92     13074 - Photographer IV   23.31     13075 - Photographer V   23.31     13075 - Photographer V   23.31     13075 - Photographer V   23.31     15010 - Assembler   8.62     15030 - Counter Attendant   8.62     15040 - Dry Cleaner   10.89     15070 - Finisher, Flatwork, Machine   8.62     15090 - Presser, Machine, Drycleaning   8.62     15130 - Presser, Machine, Drycleaning   8.62     15130 - Presser, Machine, Shirts   8.62		
13011 - Exhibits Specialist I 15.52 13012 - Exhibits Specialist II 18.52 13013 - Exhibits Specialist III 20.53 13041 - Illustrator I 15.52 13042 - Illustrator III 20.53 13047 - Librarian 23.17 13050 - Library Technician 13.59 13071 - Photographer I 15.10 13072 - Photographer II 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 8.62 15040 - Dry Cleaner 10.89 15070 - Finisher, Flatwork, Machine 8.62 15090 - Presser, Hand 8.62 15130 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62		
13012 - Exhibits Specialist II		
13013 - Exhibits Specialist III 20.53 13041 - Illustrator I 15.52 13042 - Illustrator II 18.52 13043 - Illustrator III 20.53 13047 - Librarian 23.17 13050 - Library Technician 13.59 13071 - Photographer I 15.10 13072 - Photographer II 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 8.62 15030 - Counter Attendant 8.62 15030 - Counter Attendant 8.62 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 8.62 15090 - Presser, Hand 8.62 15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62		
13041 - Illustrator I 13042 - Illustrator II 13043 - Illustrator III 13043 - Illustrator III 13047 - Librarian 13050 - Library Technician 13050 - Library Technician 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer III 13075 - Photographer IV 13075 - Photographer V 13076 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15010 - Assembler 15010 - Assembler 15030 - Counter Attendant 15040 - Dry Cleaner 15050 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 15130 - Presser, Machine, Shirts 15130 - Presser, Machine, Shirts 1500 - Sampler 1500 - Sampler 15010 - Presser, Machine, Shirts		
13042 - Illustrator II 13043 - Illustrator III 20.53 13047 - Librarian 23.17 13050 - Library Technician 13.59 13071 - Photographer I 15.10 13072 - Photographer II 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15030 - Counter Attendant 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 15130 - Presser, Machine, Shirts 15150		
13043 - Illustrator III 20.53 13047 - Librarian 23.17 13050 - Library Technician 13.59 13071 - Photographer I 15.10 13072 - Photographer III 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 8.62 15030 - Counter Attendant 8.62 15040 - Dry Cleaner 10.89 15070 - Finisher, Flatwork, Machine 8.62 15090 - Presser, Hand 8.62 15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62		
13047 - Librarian 23.17 13050 - Library Technician 13.59 13071 - Photographer I 15.10 13072 - Photographer III 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15030 - Counter Attendant 15040 - Dry Cleaner 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 8.62		
13050 - Library Technician  13071 - Photographer I  13072 - Photographer III  13073 - Photographer III  20092  13074 - Photographer IV  2331  13075 - Photographer V  25.87  15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  15010 - Assembler  15030 - Counter Attendant  15040 - Dry Cleaner  15070 - Finisher, Flatwork, Machine  15090 - Presser, Hand  15100 - Presser, Machine, Drycleaning  15130 - Presser, Machine, Shirts  13.59  15.10  15.10  15.10  17.46  20.92  23.31  25.87  150.86  8.62  1500 - Assembler  10.89  15070 - Finisher, Flatwork, Machine  10.89  15070 - Finisher, Flatwork, Machine  10.89  15130 - Presser, Machine, Drycleaning  15130 - Presser, Machine, Shirts		
13071 - Photographer I 15.10 13072 - Photographer III 17.46 13073 - Photographer III 20.92 13074 - Photographer IV 23.31 13075 - Photographer V 25.87 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 8.62 15030 - Counter Attendant 8.62 15040 - Dry Cleaner 10.89 15070 - Finisher, Flatwork, Machine 8.62 15090 - Presser, Hand 8.62 15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62	13050 - Library Technician	
13072 - Photographer II       17.46         13073 - Photographer III       20.92         13074 - Photographer IV       23.31         13075 - Photographer V       25.87         15000 - Laundry, Dry Cleaning, Pressing and Related Occupations       8.62         15010 - Assembler       8.62         15030 - Counter Attendant       8.62         15040 - Dry Cleaner       10.89         15070 - Finisher, Flatwork, Machine       8.62         15090 - Presser, Hand       8.62         15130 - Presser, Machine, Drycleaning       8.62         15130 - Presser, Machine, Shirts       8.62	13071 - Photographer I	
13074 - Photographer IV 23.31 13075 - Photographer V 25.87  15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15030 - Counter Attendant 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 8.62		
13075 - Photographer V  15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  15010 - Assembler  15030 - Counter Attendant  15040 - Dry Cleaner  15070 - Finisher, Flatwork, Machine  15090 - Presser, Hand  15100 - Presser, Machine, Drycleaning  15130 - Presser, Machine, Shirts  25.87  25.87  25.87  8.62  8.62  8.62  8.62  15010 - Presser, Machine, Drycleaning  10.89  8.62  15130 - Presser, Machine, Drycleaning  10.89  10.8		
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  15010 - Assembler  15030 - Counter Attendant  15040 - Dry Cleaner  15070 - Finisher, Flatwork, Machine  15090 - Presser, Hand  15100 - Presser, Machine, Drycleaning  15130 - Presser, Machine, Shirts  8.62		23.31
15010 - Assembler       8.62         15030 - Counter Attendant       8.62         15040 - Dry Cleaner       10.89         15070 - Finisher, Flatwork, Machine       8.62         15090 - Presser, Hand       8.62         15100 - Presser, Machine, Drycleaning       8.62         15130 - Presser, Machine, Shirts       8.62		25.87
15030 - Counter Attendant 8.62 15040 - Dry Cleaner 10.89 15070 - Finisher, Flatwork, Machine 8.62 15090 - Presser, Hand 8.62 15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62	15010 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 10.89 8.62 8.62		
15070 - Finisher, Flatwork, Machine  15090 - Presser, Hand  15100 - Presser, Machine, Drycleaning  15130 - Presser, Machine, Shirts  8.62		
15090 - Presser, Hand 8.62 15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62		
15100 - Presser, Machine, Drycleaning 8.62 15130 - Presser, Machine, Shirts 8.62		
15130 - Presser, Machine, Shirts 8.62		
15160		

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15190 - Sewing Machine Operator	11.65
15220 - Tailor	12.41
15250 - Washer, Machine 19000 - Machine Tool Operation and Repair Occupations	9.38
19010 - Machine Tool Operator (Toolroom)	18.96
19040 - Tool and Die Maker	22.98
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.89
21020 - Material Coordinator	16.65
21030 - Material Expediter	16.65
21040 - Material Handling Laborer	10.15
21050 - Order Filler 21071 - Forklift Operator	11.28
21071 - Forkillt Operator 21080 - Production Line Worker (Food Processing)	11.81 12.34
21100 - Shipping/Receiving Clerk	11.14
21130 - Shipping Packer	11.23
21140 - Store Worker I	10.09
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.61
21210 - Tools and Parts Attendant	12.32
21400 - Warehouse Specialist 23000 - Mechanics and Maintenance and Repair Occupations	12.76
23010 - Mechanics and Maintenance and Repair Occupations 23010 - Aircraft Mechanic	18.66
23040 - Aircraft Mechanic Helper	14.00
23050 - Aircraft Quality Control Inspector	19.68
23060 - Aircraft Servicer	15.88
23070 - Aircraft Worker	16.84
23100 - Appliance Mechanic	17.78
23120 - Bicycle Repairer 23125 - Cable Splicer	14.44
23130 - Carpenter, Maintenance	20.58 18.69
23140 - Carpet Layer	16.84
23160 - Electrician, Maintenance	22.97
23181 - Electronics Technician, Maintenance I	16.75
23182 - Electronics Technician, Maintenance II	20.50
23183 - Electronics Technician, Maintenance III 23260 - Fabric Worker	21.58
23290 - Fire Alarm System Mechanic	16.77
23310 - Fire Extinguisher Repairer	19.87 15.76
23340 - Fuel Distribution System Mechanic	19.87
23370 - General Maintenance Worker	16.84
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	21.15
23460 - Instrument Mechanic	20.13
23470 - Laborer	19.87 9.99
23500 - Locksmith	17.78
23530 - Machinery Maintenance Mechanic	18.71
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.00
23640 - Millwright 23700 - Office Appliance Repairer	19.87
23740 - Painter, Aircraft	18.84
23760 - Painter, Maintenance	18.84 17.78
23790 - Pipefitter, Maintenance	22.58
23800 - Plumber, Maintenance	21.45
23820 - Pneudraulic Systems Mechanic	19.87
23850 - Rigger	19.87
23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance	17.81
23090 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic	20.58
	17.81

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23930 - Telecommunication Mechanic I	19.87
23931 - Telecommunication Mechanic II	20.91
23950 - Telephone Lineman	19.87
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	19.87
23970 - Woodcraft Worker	19.87
23980 - Woodworker	15.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.40
24600 - Chore Aid	10.51
24630 - Homemaker	13.13
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender 25040 - Sewage Plant Operator	22.56
25070 - Stationary Engineer	21.39
25190 - Ventilation Equipment Tender	22.56 18.71
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	21.19
(not set) - Police Officer	25.20
27004 - Alarm Monitor	13.67
27006 - Corrections Officer	18.00
27010 - Court Security Officer	20.23
27040 - Detention Officer	18.00
27070 - Firefighter	20.67
27101 - Guard I	10.89
27102 - Guard II	13.67
28000 - Stevedoring/Longshoremen Occupations 28010 - Blocker and Bracer	15 65
28020 - Hatch Tender	17.67
28030 - Line Handler	17.67 17.67
28040 - Stevedore I	16.36
28050 - Stevedore II	18.84
29000 - Technical Occupations	· - <del>u</del>
21150 - Graphic Artist	19.54
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.36
29024 - Archeological Technician II 29025 - Archeological Technician III	16.05
29030 - Cartographic Technician	19.89
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.05 24.72
29040 - Civil Engineering Technician	24.72
29061 - Drafter I	11.56
29062 - Drafter II	12.99
29063 - Drafter III	16.69
29064 - Drafter IV	19.89
29081 - Engineering Technician I	13.26
29082 - Engineering Technician II	14.88
29083 - Engineering Technician III	17.97
29084 - Engineering Technician IV	21.05
29085 - Engineering Technician V 29086 - Engineering Technician VI	26.52
29090 - Engineering Technician VI 29090 - Environmental Technician	35.66
29100 - Flight Simulator/Instructor (Pilot)	19.95
29160 - Instructor	27.62
29210 - Laboratory Technician	19.17 17.26
29240 - Mathematical Technician	20.14
29361 - Paralegal/Legal Assistant I	15.30
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29362 - Paralegal/Legal Assistant II	18.89
29363 - Paralegal/Legal Assistant III	21.04
29364 - Paralegal/Legal Assistant IV	25.65
29390 - Photooptics Technician	20.14
29480 - Technical Writer	18.76
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	18.61
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.74
29622 - Weather Observer, Upper Air (3)	16.74
31000 - Transportation/ Mobile Equipment Operation Occupations	10.74
31030 - Bus Driver	14.13
31260 - Parking and Lot Attendant	9.75
31290 - Shuttle Bus Driver	12.63
31300 - Taxi Driver	11.88
31361 - Truckdriver, Light Truck	12.12
31362 - Truckdriver, Medium Truck	13.77
31363 - Truckdriver, Heavy Truck	16.89
31364 - Truckdriver, Tractor-Trailer	16.89
99000 - Miscellaneous Occupations	20.05
99020 - Animal Caretaker	12.19
99030 - Cashier	9.04
99041 - Carnival Equipment Operator	13.74
99042 - Carnival Equipment Repairer	14.68
99043 - Carnival Worker	10.29
99050 - Desk Clerk	9.13
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.96
99500 - Recreation Specialist	13.90
99510 - Recycling Worker	14.64
99610 - Sales Clerk	10.83
99620 - School Crossing Guard (Crosswalk Attendant)	11.54
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	19.53
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.79
99660 - Surveying Aide	12.27
99690 - Swimming Pool Operator	17.73
99720 - Vending Machine Attendant 99730 - Vending Machine Repairer	14.64
99740 - Vending Machine Repairer 99740 - Vending Machine Repairer Helper	17.73
55, 10 Vending Machine Repairer neiper	14.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. Al operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process th request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2543 REV (36) AREA: VA, NORFOLK

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:94-2544

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REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

| Wage Determination No.: 1994-2543

William W.Gross Division of Revision No.: 36

Director Wage Determinations Date Of Revision: 11/10/2004

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 -	Administrative Support and Clerical Occupations	
01011	- Accounting Clerk I	8.38
01012	- Accounting Clerk II	10.58
01013	- Accounting Clerk III	13.17
01014	- Accounting Clerk IV	14.28
01030	- Court Reporter	14.23
01050	- Dispatcher, Motor Vehicle	12.73
01060	- Document Preparation Clerk	10.92
01070	- Messenger (Courier)	8.68
01090	- Duplicating Machine Operator	10.92
01110	- Film/Tape Librarian	10.56
01115	- General Clerk I	8.73
01116	- General Clerk II	10.75
01117	- General Clerk III	13.37
01118	- General Clerk IV	14.95
01120	- Housing Referral Assistant	17.27
01131	- Key Entry Operator I	10.04
01132	- Key Entry Operator II	12.64
01191	- Order Clerk I	12.24
01192	- Order Clerk II	16.02
01261	- Personnel Assistant (Employment) I	12.63
01262	- Personnel Assistant (Employment) II	14.59
01263	- Personnel Assistant (Employment) III	16.33
01264	- Personnel Assistant (Employment) IV	18.20
01270	- Production Control Clerk	19.21
01290	- Rental Clerk	12.49
01300	- Scheduler, Maintenance	13.00
01311	- Secretary I	14.30
01312	- Secretary II	16.65

	Section J Attachment C
01313 - Secretary III	19.00
01314 - Secretary IV	22.28
01315 - Secretary V	23.39
01320 - Service Order Dispatcher	12.73
01341 - Stenographer I	11.56
01342 - Stenographer II	14.19
01400 - Supply Technician	20.25
01420 - Survey Worker (Interviewer)	12.02
01460 - Switchboard Operator-Receptionist	10.18
01510 - Test Examiner	15.14
01520 - Test Proctor	15.14
01531 - Travel Clerk I	9.92
01532 - Travel Clerk II	10.59
01533 - Travel Clerk III	11.30
01611 - Word Processor I	11.86
01612 - Word Processor II	14.30
01613 - Word Processor III	14.96
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.35
03041 - Computer Operator I	12.14
03042 - Computer Operator II	14.02
03043 - Computer Operator III	17.37
03044 - Computer Operator IV	20.13
03045 - Computer Operator V	21.39
03071 - Computer Programmer I (1)	19.24
03072 - Computer Programmer II (1)	21.77
03073 - Computer Programmer III (1)	25.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.31
03102 - Computer Systems Analyst II (1)	27.62

	Section J Attachment C
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.14
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.20
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.92
07010 - Baker	9.05
07041 - Cook I	8.43
07042 - Cook II	9.32
07070 - Dishwasher	7.42
07130 - Meat Cutter	12.69
07250 - Waiter/Waitress	7.56
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	13.34
09070 - Furniture Refinisher	16.03

	Section J Attachment C
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.87
11060 - Elevator Operator	8.87
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.59
11122 - House Keeping Aid II	9.73
11150 - Janitor	9.16
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.59
11270 - Pest Controller	11.63
11300 - Refuse Collector	11.02
11330 - Tractor Operator	9.71
11360 - Window Cleaner	9.71
12000 - Health Occupations	
12020 - Dental Assistant	11.31
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	11.36
12072 - Licensed Practical Nurse II	12.75
12073 - Licensed Practical Nurse III	14.26
12100 - Medical Assistant	10.59
12130 - Medical Laboratory Technician	13.35
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.77
12222 - Nursing Assistant II	8.74
12223 - Nursing Assistant III	9.54
12224 - Nursing Assistant IV	10.69

	Section J Attachment C
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.32
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42
12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.23
13011 - Exhibits Specialist I	16.06
13012 - Exhibits Specialist II	19.51
13013 - Exhibits Specialist III	21.67
13041 - Illustrator I	17.63
13042 - Illustrator II	21.42
13043 - Illustrator III	23.78
13047 - Librarian	22.37
13050 - Library Technician	12.68
13071 - Photographer I	11.73
13072 - Photographer II	15.55
13073 - Photographer III	18.89
13074 - Photographer IV	20.98
13075 - Photographer V	25.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.07
15030 - Counter Attendant	7.07
15040 - Dry Cleaner	9.03
15070 - Finisher, Flatwork, Machine	7.07
15090 - Presser, Hand	7.07
15100 - Presser, Machine, Drycleaning	7.07

	Section J Attachment
15130 - Presser, Machine, Shirts	7.07
15160 - Presser, Machine, Wearing Apparel, Laundry	7.07
15190 - Sewing Machine Operator	9.68
15220 - Tailor	10.33
15250 - Washer, Machine	7.72
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.75
19040 - Tool and Die Maker	20.78
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	19.21
21030 - Material Expediter	19.21
21040 - Material Handling Laborer	9.88
21050 - Order Filler	10.15
21071 - Forklift Operator	14.07
21080 - Production Line Worker (Food Processing)	13.56
21100 - Shipping/Receiving Clerk	11.48
21130 - Shipping Packer	12.10
21140 - Store Worker I	10.29
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.93
21400 - Warehouse Specialist	14.36
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.68
23040 - Aircraft Mechanic Helper	15.24
23050 - Aircraft Quality Control Inspector	21.60
23060 - Aircraft Servicer	16.99
23070 - Aircraft Worker	17.87
23100 - Appliance Mechanic	17.63.
23120 - Bicycle Repairer	13.37

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	Section J Attachment C
23125 - Cable Splicer	20.32
23130 - Carpenter, Maintenance	16.03
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	20.86
23181 - Electronics Technician, Maintenance I	18.11
23182 - Electronics Technician, Maintenance II	18.52
23183 - Electronics Technician, Maintenance III	19.84
23260 - Fabric Worker	14.56
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.84
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	16.79
23460 - Instrument Mechanic	16.79
23470 - Laborer	10.02
23500 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	20.58
23700 - Office Appliance Repairer	16.03
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	18.69
23800 - Plumber, Maintenance	17.84
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.31

23890 - Sheet-Metal Worker, Maintenance	Section J Attachment C 16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.16
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	16.79
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	11.32
24600 - Chore Aid	6.93
24630 - Homemaker	10.88
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.76
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.76
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	17.81
27000 - Protective Service Occupations	
(not set) - Police Officer	17.47
27004 - Alarm Monitor	13.15
27006 - Corrections Officer	13.60
27010 - Court Security Officer	14.67
27040 - Detention Officer	13.60
27070 - Firefighter	13.99
27101 - Guard I	9.30
27102 - Guard II	11.13

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	Section J Attachment C 15.07
28020 - Hatch Tender	15.07
28030 - Line Handler	15.07
28040 - Stevedore I	15.44
28050 - Stevedore II	16.96
29000 - Technical Occupations	
21150 - Graphic Artist	18.24
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	13.29
29024 - Archeological Technician II	14.95
29025 - Archeological Technician III	18.46
29030 - Cartographic Technician	20.13
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.31
29040 - Civil Engineering Technician	18.89
29061 - Drafter I	11.71
29062 - Drafter II	13.18
29063 - Drafter III	16.56
29064 - Drafter IV	20.13
29081 - Engineering Technician I	15.58
29082 - Engineering Technician II	16.67
29083 - Engineering Technician III	20.54
29084 - Engineering Technician IV	24.87
29085 - Engineering Technician V	29.05
29086 - Engineering Technician VI	35.89
29090 - Environmental Technician	16.43
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.28
29210 - Laboratory Technician	16.35

29240 - Mathematical Technician	Section J Attachment C 20.13
29361 - Paralegal/Legal Assistant I	12.85
29362 - Paralegal/Legal Assistant II	15.60
29363 - Paralegal/Legal Assistant III	19.09
29364 - Paralegal/Legal Assistant IV	23.09
29390 - Photooptics Technician	20.13
29480 - Technical Writer	22.30
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	17.04
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.43
31260 - Parking and Lot Attendant	7.69
31290 - Shuttle Bus Driver	11.11
31300 - Taxi Driver	10.29
31361 - Truckdriver, Light Truck	11.11
31362 - Truckdriver, Medium Truck	12.17
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99020 - Animal Caretaker	7.99
99030 - Cashier	7.67
99041 - Carnival Equipment Operator	10.11
99042 - Carnival Equipment Repairer	10.61
99043 - Carnival Worker	7.20

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99095 - Embalmer	17.93
99300 - Lifeguard	9.77
99310 - Mortician	23.11
99350 - Park Attendant (Aide)	12.25
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.04
99500 - Recreation Specialist	14.85
99510 - Recycling Worker	13.50
99610 - Sales Clerk	9.40
99620 - School Crossing Guard (Crosswalk Attendant)	9.62
99630 - Sport Official	8.49
99658 - Survey Party Chief (Chief of Party)	15.04
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99660 - Surveying Aide	9.39
99690 - Swimming Pool Operator	11.69
99720 - Vending Machine Attendant	11.47
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- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. Al operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

## \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

# \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process th request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.